

# *CIVIL SERVICE BOARD MEETING POST SUMMARY*



*October 5, 2016*

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**Members Present:**            **Larry A. Bartlett, Chairman  
Virginia Phillips-Hall, Member  
Troyce Lancaster, Vice-Chair  
Dr. Cephus Jackson, Member**

**Member Absent:**            **J. Mark Trimble, Member**

**Others Present:**            **Human Resources Director Pamela Ambles and staff; Civil Service Board Attorney Joe Harris; Police Department Legal Advisor Kenneth Green; Fire Chief Landry Merkison; Sheriff's Office Assistant Chief Deputy Shawn Southerland; Magistrate Chief Judge Wanda Dallas; County Attorney Michelle Youngblood; Attorney Keith Martin; Frances White; various employees from County departments; and other individuals.**

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1. The meeting was called to order at 9:14 a.m.
  2. The Board adopted the agenda.
  3. The Civil Service Board's Meeting Minutes held on September 7, 2016, was approved.
  4. The Civil Service Board's Executive Session Minutes regarding **Lethris Murray, Transportation and Development**, suspension appeal heard September 7, 2016, was approved.
  5. The Civil Service Board's Decision regarding **Lethris Murray, Transportation and Development**, suspension appeal heard September 7, 2016, was approved.
  6. The Civil Service Board's Decision regarding **Hilton Scott, Transportation & Development**, suspension appeal called September 7, 2016, was approved.
  7. Request from Police Chief Michael Register to extend the probationary period of **Faibeen Alexandre** for an additional six (6) months (until March 27, 2017) was approved.
  8. Request from Fire Chief Landry Merkison to extend the promotional probationary period of **Daniel Harper** for an additional six (6) months was approved.

9. Request from **Ayana Adams, Sheriff's Office**, to receive annual leave donation was approved.
10. Calendar Call.
  - a. **Frances White (Magistrate Court)** – Appeal filed October 21, 2013, regarding: “Termination due to job performance”.
    - i. Attorney Keith Martin and Appellant, Frances White were present and ready to proceed.
    - ii. County Attorney Michelle Youngblood and Magistrate Chief Judge Wanda Dallas were present and ready to proceed.
    - iii. The Board heard the termination appeal and voted unanimously (4-0) to overturn the termination and return the employee to work with full back-pay.
  - b. **Toni Richmond (Sheriff's Office)** – Appeal filed October 30, 2015, regarding: “I was demoted and I had no other choice but to resign no to the position they were trying to give me”.
    - i. County Attorney Youngblood was present and ready to proceed.
    - ii. Chairman Bartlett called for Ms. Toni Richmond. Ms. Richmond was not in attendance when called.
    - iii. Human Resources Director Pamela Ambles advised the Board Ms. Toni Richmond was not represented by counsel and there had been no communication between Ms. Richmond and Human Resources Department.
    - iv. Attorney Youngblood made a motion on behalf of the County to dismiss the appeal.
    - v. Chairman Bartlett called for a motion regarding the County's motion to dismiss. Dr. Jackson made the motion, second by Vice-Chair Lancaster. No further discussion on the motion made. Motion carried by unanimous vote (4-0).
  - c. **Jason Foster (Sheriff's Office)** – Appeal filed November 2, 2015, regarding: “Suspension without pay, working without being compensated” (three day suspension).
    - i. Deputy Sheriff Jason Foster was present and ready to proceed. Some of his witnesses were not present but can proceed.
    - ii. County Attorney Youngblood was present and ready to proceed.
    - iii. Both sides agreed to hear the two appeals as one appeal. There were no objections from either side.
    - iv. Chairman Bartlett advised the parties that Deputy Foster's appeal would be placed on the November agenda.

- d. **Jason Foster (Sheriff's Office)** – Appeal filed January 15, 2016, regarding: “12 day suspension for missing training”.
  - i. Deputy Sheriff Jason Foster was present and ready to proceed. Some of his witnesses were not present but can proceed.
  - ii. County Attorney Youngblood was present and ready to proceed.
  - iii. Both sides agreed to hear the two appeals as one appeal. There were no objections from either side.
  - iv. Chairman Bartlett advised the parties that Deputy Foster’s appeal would be placed on the November agenda.
  
11. Discussion items.
  - a. Additional meeting date for November 2016.
    - i. The Board voted unanimously not to meet for a second date in November.
    - ii. The Board voted unanimously to move the Regular Meeting date from November 2, 2016 to November 9, 2016.
  
  - b. **Revision to Civil Service Rule 7.301** – Review revision and draft memorandum to Board of Commissioners.
    - i. Chairman Bartlett asked County Attorney Youngblood to communicate with Chief of Police Michael Register and E-911 Director Gregory Porter and ascertain if the Code Enforcement Officers and 911 Dispatchers should be included in this revision and to forward their response to Civil Service Board Attorney Joe Harris.
  
  - c. Upcoming Cases.
    - i. **Phillip Richards (Sheriff's Office)** – Termination Appeal filed April 16, 2014.
      - (1) Chairman Bartlett requested Phillip Richards’ appeal be placed on the November agenda and if Attorney Thomas Florio has a conflict, he could request a continuance.
  
12. Other business.
  - a. **Francisco Santos (Police)** – One-Day Suspension Appeal and Five-Day Suspension Appeal filed November 24, 2014.
    - i. Attorney Youngblood advised these appeals should be going away.
  
13. Adjournment.